EEO Public File Report

WPXI, Pittsburgh, PA

April 1, 2015 - March 31, 2016

Full-Time Positions Filled

No.	Full-Time Position	Position Title	Date Open	Date Filled	Referral Source of Hiree	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)	No. Interviewed	No. Hired
1	1413116	Account Executive	7/24/2015	8/12/2015	LinkedIn	5-18, 21-22	16	1
2	144900	Sales Assistant	8/18/2015	9/15/2015	Job Board	5-18, 21-22	10	1
3	148460	Producer	5/7/2015	8/6/2015	Referral	5-18, 22	11	1
4	1510624	Internet Sales Dev Coordinator	7/30/2015	9/15/2015	Referral	6-18	1	1
5	152325	Account Executive	2/12/2015	4/21/2015	Indeed	6-18, 21-22	10	1
6	152423	Graphic Designer	2/19/2015	5/26/2015	Cox Enterprises Website	5-18, 21-22	12	1
7	152613	Traffic Assistant	2/18/2015	4/20/2015	Indeed	5-18, 23	7	1
8	154969	Reporter	4/29/2015	8/6/2015	Referral	1-18, 21-22	4	3
9	154969			6/15/2015	Referral			
10	154969			7/1/2015	Referral			
11	155163	Associate Producer	4/6/2015	5/27/2015	Cox Enterprises Website	1-18, 22	2	2
12	155163			5/5/2015	Indeed			
13	156789	Associate Commercial Producer	5/6/2015	6/1/2015	Referral	1-18, 21-22	6	1
14	1511918	Producer	9/9/2015	10/12/2015	Referral	1-17	11	1
15	1511409	Writer/Producer	7/26/2015	11/5/2015	Social Network Sites/Job Board	1-18	9	1
16	1516341	Account Executive Media Sales	11/2/2015	11/16/2015	Referral	1-17	2	1
17	1515197	Managing Editor	10/5/2015	1/7/2016	Referral	1-18, 22	6	1
18	1517420	News Photographer/Videographer	11/11/2015	3/7/2016	Referral	1-18	10	2

19	1517420			3/14/2016	Referral			
For additional recruitment sources, see EEO Recruitment List under Recruitment Sources								
Recruitment Sources								
Cox Media Group - WPXI-TV								
April 1, 2015 - March 31, 2016								
No.	**Recruitment Source**	**Contact**	**Email**	**Total Interviewed**	**Entitled to Notification**			
Recruitment Sources Used for All Openings								
1	**Broadcast Employment Services**	Phone: (800) 374-0119	info@tvjobs.com		N			
	PO Box 4116, Oceanside, CA, 92052							
	www.tvjobs.com							
2	**Westminster College**	Contact: Jennifer Hough	houghja@westminster.edu		N			
	319 South Market Street, New Wilmington, PA, 16172	Phone: (724) 946-7339						

3	**Talent Dynamics**	Contact: Christina Hedding	hedding@talentdynamics.com		N			
	600 Las Colinas Blvd., Suite 100, Irving, TX, 75039	Phone: (214) 630-9590						
4	**Point Park University - Career Development Center**	Contact: Angela Scaramucci	ascaramucci@pointpark.edu		Y			
	Point Park University, Room 538 West Penn, 201 Wood Street, Pittsburgh, PA, 15222	Phone: (412) 392-3978						
		Mobile: (412) 606-0543						
5	**New Pittsburgh Courier**	Kathleen Neely		0	N			
	315 East Carson Street	Classified Sales Representative						
	Pittsburgh, PA 15219	412-481-8302						
6	**Cox Media Group Career Website**	Company Internet Posting		21	N			
	Internet/Intranet - www.jobs.coxmediagroup.com							
7	**CareerLink**	Internet Posting - Automatic wrap from Cox Media Group Career Website			N			
	Internet/Intranet - www.careerlink.com							
8	**Glassdoor.com**	Internet Posting - Automatic wrap from Cox Media Group Career Website			N			
	Internet/Intranet - www.glassdoor.com							

9	**Indeed.com**	Internet Posting - Automatic wrap from Cox Media Group Career Website		35	N			
	Internet/Intranet - www.indeed.com							
10	**DiversityInc.com**	Internet Posting - Automatic wrap from Cox Media Group Career Website			N			
	Internet/Intranet - www.diversityinc.com							
11	**Simplyhired.com**	Internet Posting - Automatic wrap from Cox Media Group Career Website			N			
	Internet/Intranet - www.simplyhired.com							
12	**Beyond**	Internet Posting - Automatic wrap from Cox Media Group Career Website			N			
	Internet/Intranet - www.beyond.com							
13	**Monster**	Internet Posting - Automatic wrap from Cox Media Group Career Website			N			
	Internet/Intranet - www.monster.com							
14	**Recruit Military**	Internet Posting - Automatic wrap from Cox Media Group Career Website			N			
	Internet/Intranet - www.recruitmilitary.com							

15	**Direct Employers**	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner-Peyser centers and 3,000 affiliated diversity websites		1	N			
	Internet/Intranet - www.my.jobs							
16	**Internal/External Referrals**	Referrals from current Employees		30	N			
17	**Cox Enterprises Career Website**	Company Internet Posting		6	N			
	Internet/Intranet - www.jobs.coxmediagroup.com							
18	**Social Network Sites/Job Boards**	Various		7	N			
19	**Agency - ZeroChaos/WorkForce Logic**	Contingent Labor Management Partner			N			
20	**Dice**	Internet Posting			N			
	Internet/Internat - www.dice.com							
21	**Careerbuilder**	Internet Posting		5	N			
	Internet/Intranet - www.careerbuilder.com							
22	**LinkedIn**	Internet Posting		12	N			
	Internet/Intranet - www.linkedin.com							
23	**National Association of Black Journalist (NABJ)**	Career Fair						

	**Indeed and other social networking sites pull from various sources to post positions on their website*							
Prong 3 Longer-Term Recruitment Initiatives Implemented from 4/1/15 - 3/31/16								
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved			
1	Ongoing	College Level Internship Program	Station exposes Interns to all facets of operation in various departments.	Exposure to all areas of the operation gives a solid overview and education of operation & organization.	News, Sales, Promotion, Programming Departments			
2	Ongoing	News Photographer/Editor Trainee Program	Photographer/Editor Trainee is hired part-time	Trainee is taught news gathering photography & editing techniques and how to use equipment. Most recent Part-Time Photographer/Editor Trainee was hired as Full-Time Editor.	News Photographers, Editors & Management			
3	Ongoing	Training	WPXI Leadership Training	Station sends Department Head and middle managers to Cox and CMG for leadership and diversity training.	WPXI Management Personnel			

4	9/15/2015 and Continuing on Ongoing Basis	Cox Media Group Diversity & Inclusion Training	Mandatory CMG Diversity & Inclusion Training for every employee.	Four hour, mandatory training in diversity & inclusion by a professional facilitator is required for every station staff member.	All Staff Members who up to that point had not taken the D&I training previously.			
5	4/1/15	Robert Morris University 'Creativity at Work' Conference Panelists	RMU's 'Creativity at Work" Conference gives RMU students an opportunity to learn more about careers in communications, English and media and network with professionals in those careers.	Served as a panelist on careers in media.	Brittny McGraw			
6	4/13/2015	Huston Middle Schhol	Huston Middle Schhol	Exposing visitors to broadcasting environment.	Doddi Klaja, Maureen O'Connor			

7	4/14/15	Big Brothers Big Sisters of Greater Pittsburgh 'Fashion for Kids Sake'	Big Brothers Big Sisters works to help children realize their potential and build their futures through mentoring and other opportunities. The annual 'Fashion for Kids Sake' event meshes mentoring with glamour for a one-of-a-kind event.	Emceed. Shared insight as broadcast professional.	Brittny McGraw			
8	4/17/2015	West Virginia University Reed College of Media	West Virginia University Reed College of Media	Exposing visitors to broadcasting environment.	Maureen O'Connor			
9	4/24/2015	Manheim Auto Auction-Cranberry	Manheim Auto Auction-Cranberry	Exposing visitors to broadcasting environment.	Susie Toma, Maureen O'Connor			

10	4/27/15	Vann Media Awards	The Robert L. Vann Media Awards, which celebrates the best of print, broadcast, photography and online journalism coverage of the African-American community in Western Pennsylvania.	Vann Media Awards helps encourage participation of minorities in the broadcast field and underscores the importance of sensitivity in reporting.	Brittny McGraw			
11	4/29/2015	Western PA School for the Deaf	Western PA School for the Deaf	Exposing visitors to broadcasting environment.	Stephen Cropper			
12	5/29/2015	Station Tour	While providing job training and supports to individuals with disabilities, ACHIEVA is also proud to offer manufacturing and business services to local businesses.	Exposing visitors to broadcasting environment.	Jordan Allen			
13	6/11/15	Station Tour	Girl Scout Troop 51493	Exposing visitors to broadcasting environment.	Lisa Sylvester			

14	6/25/2015	Gatesman+Dave interns	Gatesman+Dave interns	Exposing visitors to broadcasting environment.	Barb Gallagher			
15	6/26/15	Jazz on the Hillside	Jazz on the Hillside is an annual fundraiser that supports the programs of the Schenley Heights Community Development Program (SHCDP) and operates to empower the children and families of the Hill District. Their mission is to nurture, support and develop the community through wholesome programs that address the academic, moral, cultural, health, and recreational needs of disadvantaged children, youth and their families in the Hill District and metropolitan Pittsburgh.	Attended event. SHCDP is an organization with which our station's Diversity & Inclusion committee works regularly with support and seeks to inspire the youth to explore broadcasting for future employment.	Jonas Chaney			

16	8/5/15	Pgh Black Media Federation Frank Bolden Urban Journalism workshop	Teens who have applied and been accepted to the workshop held at Point Park University	Guest speaker discussing broadcasting as a profession	Lisa Sylvester			
17	12/1/2015	Boy Scout troop 228	Boy Scout troop 228	Exposing visitors to broadcasting environment.	Dean Iampietro			
18	1/28/16	Point Park University School of Business Workshop	Both undergraduate and graduate students attended the workshop where the panelists gave career advice and covered a range of topics from advertising and sponsorship business models to the busy schedule of a TV account executive.	WPXI Business Executives Discuss Careers in the TV Industry, Give Students Advice at Workshop	Julie Ellis Jena, Bob Liga, Brandon Takacs			
19	3/23/16	Station Tour	Providence Heights Alpha School students	Exposing visitors to broadcasting environment.	Lisa Sylvester			